SPREP
Secretariat of the Pacific Regional Environment Programme

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The Pacific environment, sustaining our livelihoods and natural heritage in harmony with our cultures.

APPLICANT INFORMATION PACKAGE

PROJECT MANAGER – PacWaste Plus Project (PM-PWP)

RE-ADVERTISEMENT

PREVIOUS APPLICANTS DO NOT NEED TO RE-APPLY AS ALL APPLICATIONS RECEIVED WILL BE CONSIDERED

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A. Background Information on SPREP

SPREP is the regional organisation established by the Governments and Administrations of the Pacific charged with protecting and managing the environment and natural resources of the Pacific. The head office is based in Apia, Samoa with about 100 staff. There is also a SPREP office in Fiji with four staff as well as SPREP Officers stationed in the Federated States of Micronesia, Republic of the Marshall Islands, Solomon Islands and Vanuatu. SPREP has an annual budget of USD $29 million in 2018.

The establishment of SPREP sends a clear signal to the global community of the deep commitment of Pacific island Governments and Administrations for better management of the environment within the context of sustainable development.

The strategic direction for SPREP is clearly set out in the 2017-2026 SPREP Strategic Plan. The Plan outlines the mandate, vision and programmes for the organisation, and places strong emphasis on effective delivery of services to SPREP Member countries and territories.

Mandate

SPREP's **mandate** is to promote cooperation in the Pacific region and provide assistance in order to protect and improve its environment and to ensure sustainable development for present and future generations.

Vision

SPREP is guided by its **vision for the future:** "A resilient Pacific environment, sustaining our livelihoods and natural heritage in harmony with our cultures".

Members

SPREP has 21 Pacific island member countries and territories (American Samoa, Cook Islands, Federated States of Micronesia, Fiji, French Polynesia, Guam, Kiribati, Marshall Islands, Nauru, New Caledonia, Niue, Northern Marianas, Palau, Papua New Guinea, Samoa, Solomon Islands, Tokelau, Tonga, Tuvalu, Vanuatu and Wallis & Futuna) and 5 developed countries (Australia, France, New Zealand, United Kingdom and United States of America) with direct interests in the region.

Four regional goals to achieving resilience and sustainable Pacific communities:

- **Regional Goal 1**: Pacific people benefit from strengthened resilience to climate change
- **Regional Goal 2**: Pacific people benefit from healthy and resilient island and ocean ecosystems
- **Regional Goal 3**: Pacific people benefit from improved waste management and pollution control
- **Regional Goal 4**: Pacific people and their environment benefit from commitment to and best practice of environmental governance

These define the core priorities and focus of SPREP in the areas on:

1. Climate change resilience
2. Ecosystem and Biodiversity Protection
3. Effective Waste Management and Pollution Control
4. Environmental Governance

SPREP approaches the environmental challenges faced by the Pacific guided by four simple **Values.** These values guide all aspects of our work.

- We value the **Environment**
- We value our **People**
- We value high quality and targeted **Service Delivery**

- We value **Integrity**

The SPREP Secretariat continues to strengthen and realign its institutional capacities, competencies, and systems to best support its Members by delivering more integrated, responsive, and cost-effective services to Members and partners and by better coordinating regional efforts.

Organisation Goal 1: SPREP has information, knowledge, and communications systems that get the right information to the right people at the right time and influence positive organisational, behavioural and environmental change.

Organisation Goal 2: SPREP has multi-disciplinary processes in programme delivery and in supporting Members to develop national and regional policies and strategies.

Organisation Goal 3: SPREP has a reliable and sustainable funding base to achieve environmental outcomes for the benefit of the Pacific islands region and manages its programmes and operations to stay within its agreed budget.

Organisation Goal 4: SPREP is leading and engaged in productive partnerships and collaboration.

Organisation Goal 5: SPREP has access to a pool of people with the attitudes, knowledge, and skills to enable it to deliver on its shared regional vision.

European Union/SPREP funded Regional Project: PacWaste Plus

SPREP is set to receive funding from the European Union (EU) under EDF 11, pending the signing of a Financial Agreement and the PAGODA Agreement (anticipated to be completed by end of May 2018), to implement a regional project in the Pacific that addresses waste management and pollution control problems in 15 Pacific Island Countries. It builds on the work undertaken by EU funded PacWaste and supports the delivery of actions outlined in the Pacific Regional Waste and Pollution Management Strategy 2016 – 2025 (Cleaner Pacific 2025).

Pacific Island Countries face heightened risks from poor waste and pollution management, as their economic bases (tourism, fishing and agriculture) rely heavily on an environment free of waste and pollution. The inadequate management of wastes and poor control over polluting activities impact the health of Pacific communities and natural ecosystems, reducing their resilience to climate change impacts, and ultimately impinging on their social and economic development.

The overall objective of PacWaste Plus is to generate improved economic, social, health and environmental benefits for Pacific Island Countries arising from stronger regional economic integration and the sustainable management of natural resources and the environment. The specific objective is to ensure the safe and sustainable management of waste with due regard for the conservation of biodiversity, climate change mitigation and adaptation, gender inclusiveness and the health and wellbeing of Pacific island communities.

The Pacific region is characterised by immense diversity with regard to socio-economic development, population size, geography and logistics. As such, PacWaste will encompass both a regional and a tailor made approach for waste and pollution management, accommodating the difference between Pacific countries.

PacWaste Plus will improve management of the following priority waste streams:

- Hazardous wastes (asbestos, E-waste and healthcare waste)
- Solid wastes (recyclables, organic waste, food packaging waste, plastic waste, disaster waste and bulky waste)
- Wastewater

The project will focus of four areas of delivery to address the priority waste streams:

- Improved data collection, information sharing, and education and awareness to establish baselines, monitor progress, build and share knowledge, drive behaviour change and promote visibility of PacWaste Plus
- Policies and regulatory frameworks developed and implemented to better mitigate and manage waste and pollution regionally and nationally in Pacific island countries.
- Best practices initiatives implemented, including projects involving enhanced private sector engagement and the provision of infrastructure, to drive cost-effective and sustainable waste management and pollution control solutions.
- Enhanced human capacity, from grass-roots training to accredited university level courses, to assist countries to better mitigate and manage waste and pollution regionally and nationally. Community empowerment on waste and pollution issues and involvement in policy and decision making will be a key target area, along with better access to information to foster evidence-based decision-making.

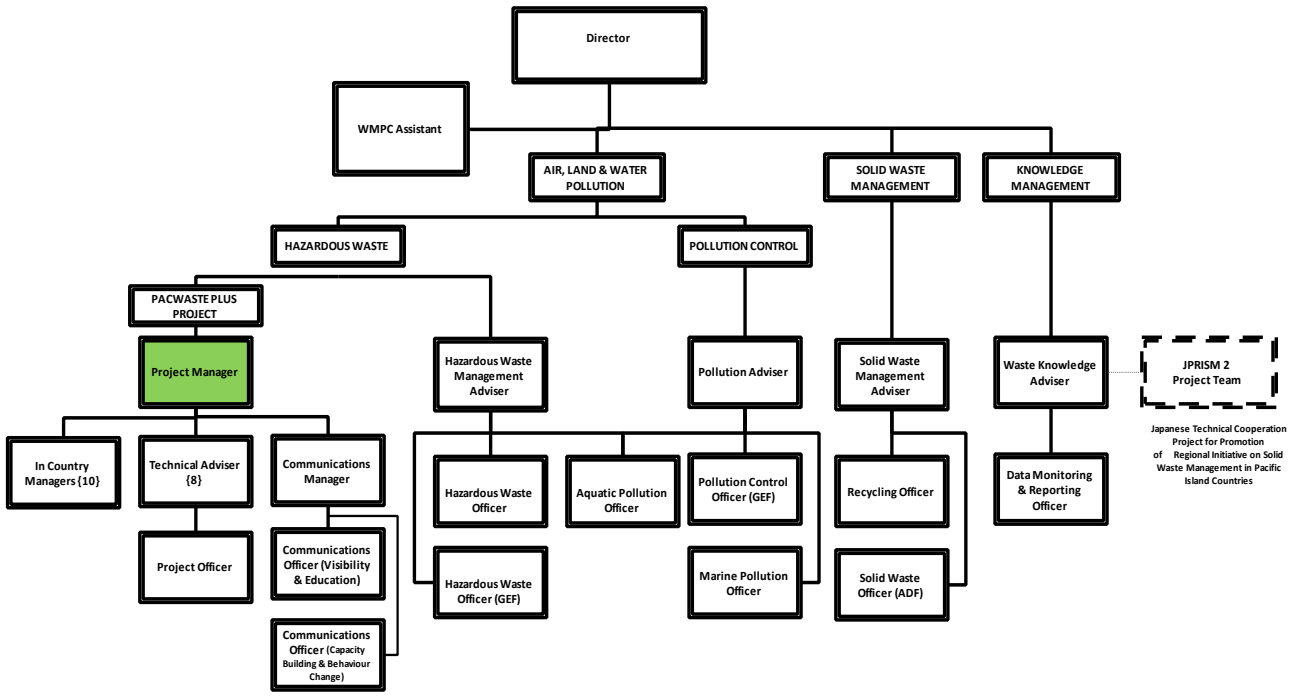
PacWaste Plus will be successful when all 15 Pacific Island Countries have demonstrated a shift from poor to good waste management practices for priority waste streams, with flow-on benefits for climate change mitigation and adaptation, biodiversity conservation and the health, prosperity and wellbeing of Pacific communities.

The project duration is 5 and a half years with a €16.5 million budget stretched across the region in the following countries: Cook Islands, Federated States of Micronesia, Fiji, Kiribati, Nauru, Niue, Palau, Papua New Guinea, Republic of the Marshall Islands, Samoa, Solomon Islands, Timor-Leste, Tonga, Tuvalu and Vanuatu.

B. JOB DESCRIPTION

Job Title:	Project Manager – PacWaste Plus Project
Programme:	Waste Management and Pollution Control
Team:	PacWaste Plus Project
Responsible To:	Director, Waste Management and Pollution Control
Responsible For: **(Total number of staff)**	PacWaste Plus Project Team
Job Purpose:	**This job exists to**: • Lead the PacWaste Plus Project and project team to implement the suite of activities that achieves project outcomes and results.
Date:	February 2018

Organisation Context



Key Result Areas

The position of **Project Manager – PacWaste Plus Project** addresses the following Key Result Areas:

1. Project leadership and management
2. Technical and policy advice, support and facilitation
3. Communications and capacity building
4. Monitoring, evaluation and reporting
5. Financial and project administrative management
6. Networking, partnerships and collaboration

The requirements in the above Key Result Areas are broadly identified below.

Jobholder is accountable for	Jobholder is successful when
1. Project leadership and management a) Provide leadership and management of the project and the project team; b) Manage and implement the Project Team's contributions to the SPREP Performance Implementation Plan and Results Framework (PIP). c) Develop and implement the Team's Annual and quarterly Work Plan and Budget (AWP&B) to support the Programme's Annual Workplan including the planning and management of the team's human and financial resources. d) Provide technical guidance and assistance to the team as well as quality control of their work; e) Lead and work with the staff of the Project team in the development, monitoring and assessment of Performance Development Plans as well as the necessary learning and development to support their work; f) Lead and provide oversight of the overall implementation of project activities in line with the approved project document; g) Ensure reports to EU and SPREP are produced and submitted in a timely manner.	• The Project team is a high performing team that delivers on its Annual Work Plan and Budget (AWP&B) objectives within the agreed timeframe and contribute to the overall achievement of the SPREP strategic priorities; • The team's work is well integrated and contributes to SPREP programmes; • Staff Performance Development Plans are developed and assessed on time; • Joint divisional planning, delivery and monitoring and evaluation in close consultation with the Director of the Division • Fully accountable to corporate responsibilities including budget management, financial reporting, staffing issues and other general management requirements; • Project is successfully implemented within the approved timeframe; • Reports are submitted and received within the agreed timeframe.
2. Technical and policy advice, support and facilitation a) Provide technical and policy advice on waste management and pollution control practices, legislation and regulations for priority waste streams that are tailored	• Well researched, relevant and timely technical and policy advice on waste and pollution is provided, including detailed design activity components; • Regional and national workshops are

to suit the needs of Pacific Island Countries; b) Coordinate and implement regional and national workshops related to the Project; c) Provide oversight and guidance on waste and pollution knowledge to facilitate evidence-based decision- making and adoption of best practice; d) Prepare overall and annual work plans, procurement plans, gender integration plans, risk strategies and exit strategies; e) Produce relevant technical reports with the support and advice of the project team; f) Identify risk and ensure effective troubleshooting is provided to selected stakeholders.	successfully implemented and documented; • Adoption of best practices in waste and pollution management based on informed decisions; • Technical reports are developed and submitted to EU and SPREP on time; • Risks are minimised and troubleshooting mechanisms are in place and are utilised by the relevant stakeholders.
3. Communications and capacity building a) Provide technical advice and reports on waste and pollution management information that support and promote the work of SPREP's programmes and projects in the region; b) Coordinate communication and information sharing, integrated planning and implementation of PacWaste Plus initiatives; c) Lead in coordinating and providing reporting to relevant donors and partners on the PacWaste Plus Project; d) Carry out relevant capacity building in waste and pollution management for Pacific Island Countries essential for the successful implementation of the project.	• Waste and pollution information is captured, analysed and disseminated through relevant networks and audiences for awareness; • Waste and pollution information and data are synthesised and integrated into planning and decision making processes at the national and regional level; • Relevant capacity building and training initiatives provided to strengthen SPREP and Member's positions and capabilities
4. Monitoring, evaluation and reporting a) Develop and contribute to the monitoring and evaluation framework of the PacWaste Plus project; b) Prepare technical and performance reports to Senior Management Team and Donors, where necessary. c) Provide update reports to donors, partners and members on the progress of PacWaste Plus project.	• Monitoring and Evaluation framework for the project is developed and utilised; • Relevant and timely reports are provided to SPREP SMT and to members, where necessary. • Effective and timely reporting to donors, partners and participating countries
5. Financial and project administrative	

management a) Leverage existing funding by identifying and actively pursuing secure funding opportunities and liaison with donors for the continuation and sustainability of project activities where necessary; b) Coordinate and manage all funded services, supplies and equipment in accordance with SPREP procurement requirements, including preparation of terms of reference and review of consultancies reports. c) Ensure a clean project audit is obtained on an annual basis d) Submit financial reports and other necessary documents to donor with the support of the SPREP Finance Department.	• New funding opportunities are secured for sustainability of project activities; • New partnerships with donors are established for implementation with resources secured; • 100% compliance with finance policy, rules, regulations and laws • Clean audit is obtained on an annual basis demonstrating compliance with relevant legislation and regulations; • Financial reports are produced and submitted to donors in a timely manner.
6. Networking, partnerships and collaboration a) Work together with the 15 Pacific Island Countries to facilitate the adoption of best practice in waste management and pollution control - from data collection and sharing, development and implementation of policies and legislation, participation in capacity building and implementation of on-ground practices – that promotes the health, prosperity and wellbeing of Pacific communities. b) Provide support to Pacific Island Members in managing waste and pollution to enable them to meet their obligations under Cleaner Pacific 2025 and regional Multilateral Environmental Agreements (MEAs) as well as be effective in relevant regional and international negotiations, where necessary	• Support and advice is provided to Pacific Island Members on ensuring their systems enable them to make informed and effective decisions. • Improved awareness by Pacific Island Countries of project results and outcomes • Improved and strengthened regional networking, coordination and collaboration in achievement of the project's objectives

Note

The above performance standards are provided as a guide only. The precise performance measures for this position will need further discussion between the Jobholder and Director as part of the Performance Development System.

This section may be copied directly into the Performance Development Plans.

Work Complexity

Most challenging duties typically undertaken:
• Provision of timely and accurate briefings and advice to Senior Management Team and Members • Ensuring project activities are implemented within the approved timeframe • Leading and managing a technically complex work area and providing timely guidance to the project team • Coordination and collaboration with other regional agencies and stakeholders • Leveraging and securing further funding and resources • Working across multiple agencies in ensuring delivery of result areas of the projects delivering project activities in remote outer islands. • Managing multiple duty travels of project team

Functional Relationships & Related Skills

Key internal and/or external contacts	**Nature of the contact most typical**
External • Member countries • Donors / Partners • Professional / Scientific organisations • Regional / International organisations	• Advice and assistance • Consultations and collaboration • Negotiations • Fundraising • Communications and reporting
Internal • Executive • Senior Management Team • All staff	• Leadership and management • Supervision and delegation • Advice and support

Level of Delegation

The position holder:
• manages and has oversight of the Project budget • can authorise costs in the project budget • carry out negotiations for the project on behalf of SPREP

- seek funding opportunities for work programme activities

Person Specification

This section is designed to capture the expertise required for the role at the 100% fully effective level (this does not necessarily reflect what the current jobholder has). This may be a combination of knowledge / experience, qualifications or equivalent level of learning through experience or key skills, attributes or job specific competencies.

Qualifications

Essential
1. Minimum qualifications of a Master degree in Environmental Management, Chemistry or other relevant technical field OR a Bachelor degree in lieu, with applied relevant work experience of at least five years in excess of the minimum required relevant work experience. Knowledge of Small Island States and behavioural psychology would be considered favourably.

Knowledge / Experience

Essential
2. At least 10 years of extensive project management experience and technical assistance on projects related to waste management and pollution control, with at least 7 years of this experience in a role requiring a similar degree of versatility and responsibility, preferably within the Pacific islands region.
3. Excellent knowledge of emerging project-related environmental issues and challenges facing the Pacific region with excellent understanding and appreciation of environmental ethics, values and priorities as well as comprehensive knowledge and experience in waste management and pollution control, preferably within the Pacific islands region.
4. Excellent relationship management and fundraising skills and experience that demonstrate a high level of professional and constructive engagement with a diverse range of stakeholders as well as an excellent understanding of key donor partners (especially the European Union) and funding institutions with proven fundraising experience
5. Excellent project management and leadership experience including the development of funding proposals, design and delivery of integrated work programme activities, monitoring and evaluation of performance, resource management as well as a good understanding of synergies and inter-linkages across multilateral environmental agreements
6. Excellent leadership and management experience including high level advisory and analytical skills as well as leading and nurturing teams of diverse technical backgrounds and expertise in multicultural and multi-disciplinary environments

7. Excellent experience at strategic and high level communication, negotiation and reporting across diverse audiences, as well as extensive experience in capacity building, particularly in the Pacific setting

Key Skills / Attributes / Job Specific Competencies

The following levels would typically be expected for the 100% fully effective level:

Expert level	• Leadership and Advisory • Analytical and Environmental knowledge • Project management, development, monitoring and evaluation • Work programme planning, budgeting and implementation • Fundraising and contract management • Synergies and linkages with the cross-cutting issues of climate change and ocean health
Advanced level	• Environmental issues in the Pacific islands region • Emerging environmental issues and challenges • Behaviour change practices • Data management • Gender equity
Working Knowledge	• General management principles • Circular economy
Awareness	• SPREP Strategic Plan • SPREP Work Programmes • SPREP Performance Implementation Plan • Cleaner Pacific 2025 • Key multilateral environmental agreements (MEAs) related to waste management and pollution control

Key Behaviours

All staff are expected to uphold SPREP's Organisational Values and Code of Conduct which are Key Behaviours forming part of the Performance Development:

- Environmental Leadership
- Service Delivery
- Valuing our People
- Integrity

All managers and supervisors are expected to uphold SPREP's established Leadership and Management Behaviours forming part of the Performance Development Plan.

Change to job description

From time to time it may be necessary to consider changes in the Job Description in response to the changing nature of our work environment– including technological requirements or statutory changes. This Job Description may be reviewed as part of the preparation for performance planning for the annual performance cycle or as required.

C. REMUNERATION PACKAGE – TERMS & CONDITIONS

Duty Station: Apia, Samoa.

Duration: Appointment is for a term of 3 years initially with possible renewal of up to 5 and a half years in line with the project time frame, subject to performance during the initial term, continuity of related project activities and availability of funds.

Salary: Salary is denominated in International Monetary Fund Special Drawing Rights (SDRs). Remuneration for this post falls within Band 13 of SPREP's salary scale. Starting salary will be in the range of SDR46,802 to SDR52,652. Currently, the equivalent in Samoan Tala is SAT$178,610 (USD$70,877) to SAT$200,937 (USD$79,737) per annum. All positions have been evaluated to reflect the level of responsibilities and level of experience and qualifications required. Progress in the salary scale will be based on annual performance reviews.

Cost of living differential allowance (COLDA): A Cost-of-Living Differential Allowance within the range of SDR5,653 to SDR6,146 will also be paid to the successful candidate. The current equivalent in Samoan Tala is SAT$21,572 (USD$8,561) to SAT$23,454 (USD$9,307). Cost-of-living differential allowance reflects the comparative cost of living difference between Suva and Apia. This allowance is reviewed periodically based on data determined by an independent reviewer.

Adjustments: Salaries and allowances for internationally recruited staff are paid in Samoan Tala and adjusted every month based on the monthly average in the value of the SDR relative to the Samoan Tala (SAT) at the time the salary payment is processed. SDR movement however is limited to within 5% above or below a reference point set annually. Remuneration is paid monthly in SAT equivalent. The international currency exchange rate at the time of writing is approximately USD1.00 = SAT$2.52

Term: For staff recruited from outside Samoa, the term begins from the day the appointee leaves his or her home to take up the appointment. Appointment is subject to a satisfactory medical examination, as well as a 6-month probationary period.
An appointment is terminated by (i) completion of term of contract (ii) one month's notice by either party (iii) without notice by either party paying one month salary in lieu of notice or (iv) dismissed with or without notice as a disciplinary measure.

Performance Reviews: Annual performance assessments and performance rewards will be based on the Secretariat's Performance Development System.

FOR STAFF RECRUITED FROM OUTSIDE SAMOA, THE FOLLOWING APPLIES*:*

Relocation Expenses: SPREP will meet certain appointment and termination expenses for staff recruited from outside Samoa, including transport and accommodation en-route for the appointee

and accompanying dependant(s) between point of recruitment and Apia, and return, by the shortest and most economical route. This includes:

- economy class airfares;
- reasonable cost of packing, insuring, shipping and transporting furniture, household and personal effects on a 20ft container; and,
- up to 20 kilos of excess baggage each for the appointee and family.

Establishment Grant: A lump sum of SDR1,100 is payable upon taking up appointment and arrival in Apia. This is currently equivalent to SAT$4,198 (USD$1,602).

Temporary Accommodation and Assistance: On arrival in Apia, the appointee and dependent(s) are entitled to temporary accommodation at a suitable hotel or other fully furnished accommodation for up to 6 working days. The appointee will be assisted to settle into Apia. This will include help in finding suitable rental accommodation.

Home Leave Travel: Return economy class airfares between Apia and the recognised home for the staff member and dependants after completing 18 months of service for 3-year contracts providing no travel is undertaken within the final 12 months of the contract.

Privileges and Immunities: SPREP remuneration is tax-free for non-citizens or non-residents of Samoa, including duty-free importation of household and personal effects which have been owned and used by them for no less than six months, within 6 months of taking up appointment.

Repatriation allowance: The appointee is entitled to a repatriation allowance equivalent to two week's salary, upon successful completion of contract, provided the contract is not extended or renewed.

FOR ALL INTERNATIONALLY RECRUITED STAFF, THE FOLLOWING APPLIES:

Education Allowance: Education expenses maybe reimbursed against actual receipts for dependent children, to cover up to 75% of the actual costs, as stipulated under SPREP's Education Allowance policy. Currently the allowance is up to a maximum of Samoan Tala $15,600 (USD$5,954) per annum per dependent child, with an overall maximum of Samoan Tala $46,800 (USD$17,863) per annum per family of 3 or more eligible children.

School Holiday Travel: One return economy class flight each year between the place of education (taken to be recognised home) and Apia by (i) each dependent child being educated outside Samoa or (ii) the staff member or spouse to visit the child, providing the journey is not made within the final 6 months of the contract.

Housing Assistance: Internationally recruited staff shall receive housing assistance of 75% of the typical rent payable in Samoa for expatriate executive furnished housing. The current rate is SAT$2,850 (USD$1,088) per month. This assistance shall be reviewed annually and adjusted on relative movement in the local rental market.

Security Assistance: Security-related expenses maybe reimbursed against actual receipts up to SAT$2,400 (USD$916) per annum as stipulated under SPREP's Security Assistance policy.

Annual Leave: 25 working days a year (up to a maximum accumulation of 50 days).

Sick Leave: 30 working days a year (up to a maximum accumulation of 90 days).

Other Leave: Provisions also exist for maternity, compassionate, paternity, examination and special leave (without pay).

Duty Travel: SPREP meets travelling expenses at prescribed rates necessarily incurred by staff required to travel away from Apia on official business.

Life and Accidental Death and Disability Insurance: All employees are covered by SPREP's 24 hour Life and Accidental Death and Disability Insurance Policy.

Medical Benefits: All employees and their dependants are entitled to have all reasonable medical, dental and optical expenses met, under the terms and conditions of the SPREP in-house Medical Treatment Scheme.

Superannuation: An expatriate internationally recruited staff member will receive a superannuation allowance of 7% of basic salary. For nationals of Samoa, SPREP will pay 7% of basic salary to the Samoa National Provident Fund.

Learning and Development
Learning and development opportunities will be based on the approved SPREP Performance Development System and individual Performance Development Plans.

Definitions:
'Dependant' means the spouse and financially dependent children of an employee.

'Dependent child' means an employee's unmarried, financially dependent, natural or legally adopted child who is:

- under the age of 16 years; or
- under the age of 19 years if undertaking full-time study at a secondary school; or
- under the age of 25 years if enrolled and undertaking full-time study at a university or other tertiary institution; or
- mentally or physically incapacitated.

'Expatriate' means an internationally recruited staff member, who is not a citizen or permanent resident of Samoa, and who resides in Samoa only by virtue of employment with SPREP.

Equal Opportunities: SPREP is an Equal Opportunity Employer. Men and women are equally eligible for all posts in SPREP.

General: Appointment will be under the terms and conditions of SPREP's Staff Regulations, a copy of which will be made available to the successful applicant.

4. ADMINISTRATIVE INFORMATION

ESSENTIAL: Applications should include:

1. Completed Application Form – can be downloaded from the Employment Section of our website (***you are required to complete in full all areas requested in the Form rather than referring us to your CV***);
2. A detailed Curriculum Vitae.

Applications that do not complete the SPREP Application Form and submit all the requirements stated above will not be considered.

PREVIOUS APPLICANTS DO NOT NEED TO RE-APPLY AS ALL APPLICATIONS RECEIVED WILL BE CONSIDERED

Submitting applications:

a) **BY EMAIL**: (***MOST PREFERRED OPTION***) Subject matter to be clearly marked "**Application for Project Manager – PacWaste Plus Project**" and send to recruitment@sprep.org OR

b) **BY POST OR FAX**: Application to be addressed and sent to: The Director General, SPREP, P.O. Box 240, Apia or fax number (685)20231 and clearly marked "**Application for Project Manager – PacWaste Plus Project**"

More Information on SPREP and its work in the region can be found on the SPREP website www.sprep.org

For further enquiries, contact Ms Marion T. Chan Chui on telephone (685) 21929 ext 325 or Email: marionc@sprep.org

Closing date: Friday, 27th April 2018: Late applications will not be considered.

SPREP is an Equal Opportunity Employer